



August 7, 2017

U.S. Department of Labor – ETA OFLC
Chicago National Processing Center
11 West Quincy Court
Chicago, IL 60604-2105

Re: H2B: H-400-17186-236826 Recruitment Report

Dear Certifying Officer,

As requested, we are presenting the US workers recruitment activities and results, as follows:

Recruitment Activities:

- **Job Order # 10507497** posted with the Florida Department of Economic Opportunity on **July 20, 2017**
- **Newspaper advertisements** published in **The Palm Beach Post** (a newspaper of general circulation in our area) on **July 27, 2017 (Thursday) & July 30, 2017 (Sunday)**
- **Notice of Job Opportunity** posted **from July 20, 2017 and until COB on August 4, 2017** in 2 conspicuous places accessible to all employees (Location 1 - on the information bulletin board in the Human Resources Dept, Location 2 - on the information bulletin board by the time clock).
NOTE: We are open 7 days per week, **our regular business days are Monday through Sunday.**
- **Former U.S. Employees notified by email** of the job openings

Recruitment results as of August 7, 2017

- **2 (two) U.S. worker applications** received as a result of response / referral and the recruitment summary is enclosed

Sincerely,

Janine A. Gill
Director of Human Resources

The Mar-a-Lago Club, L.C.
PALM BEACH, FLORIDA

Applicant Name	(b) (6)
Application date	7/27/2017
Applicant contact information	(b) (6)
Disposition	Not Hired
Employer's lawful job-related reasons for not hiring the applicant	Applicant not interested in seasonal employment. (b) (6) was laid off from (b) (6) due to renovations. (b) (6) is looking for immediate work (preferably year round). If (b) (6) cannot find immediate employment, (b) (6) will return to (b) (6) in the fall.
Applicant Name	(b) (6)
Application date	7/31/2017
Applicant contact information	(b) (6)
Disposition	Not Hired
Employer's lawful job-related reasons for not hiring the applicant	<p>Applicant does not meet the minimum job requirements - (b) (6) is not articulate in English.</p> <p>Specifically, during the first interview on 8/01/2017, the applicant explicitly asked (b) (6) (b) (6) if (b) (6) could speak Spanish as (b) (6) could not communicate in English. Further, on 8/02/2017, the applicant's (b) (6) called on (b) (6) behalf and asked if (b) (6) could complete the interview in Spanish. (b) (6) (b) (6) then initiated the interview in English but the applicant could not answer any of the questions being asked. (b) (6) then asked if (b) (6) was articulate in English and (b) (6) responded "No". (b) (6) then had to complete the interview in Spanish.</p> <p>Considering the upscale nature of our establishment, as well as the attention to detail required in our high-paced kitchen environment, communication is key - if an employee is unable to understand, respond and complete job duties that are being asked in English, then that particular employee cannot perform the tasks assigned.</p>